THE State Employee
JANUARY, 1947
Vol.16, No.1 TEN CENTS

Happy

1932-1947

THE CIVIL SERVICE
EMPLOYEES ASSOCIATION

New Era!
You Should Know About

Low Cost • Free Insurance • Easy Payment

And Other Features of the Association's

Group Life Insurance

Free Insurance: 10% Free Insurance, with a minimum of $250 is issued each insured member.

Low Cost: Any member under 40 years can secure $1,000 protection for 30c semi-monthly. Older members are charged proportionately low rates. NO ADDITIONAL PREMIUM IS CHARGED IF YOU HAVE HAZARDOUS DUTIES. The insurance is paid by deductions from your salary.

No Extra Charges: New Employees: If you apply within the first three months of State employment NO MEDICAL EXAM is necessary.

Easy Payment: Broad Coverage: Claims Paid Promptly: Pays for death due to any cause. Claims are usually paid within 24 hours. Over $1,700,000 paid to beneficiaries of deceased members.

Take Advantage: The Association used the tremendous purchasing power of its 30,000 members to make this valuable protection available. TAKE ADVANTAGE OF IT TO PROTECT YOUR DEPENDENTS AND LOVED ONES.

Secure an application for the Group Life Insurance today from your Local Association Chapter or from Association Headquarters, Room 156, State Capitol, Albany, N.Y. Fill it out and return it promptly.
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SALARIES!

The following five pages are probably as important at this time as any we have ever published.

They summarize the salary situation as of January, 1947

READ CAREFULLY!
THE ASSOCIATION

On January 7, President Frank L. Tolman sent the following letter to Governor Thomas E. Dewey, reviewing the negotiations between our Association, the Salary Board, the Retirement System, and other members of the Administration:

The State employees are greatly confused and concerned at grapevine reports and press statements as to their salaries and needs during the next fiscal year.

I understand that the Administration program includes:

1. Incorporation of the bonus in the base salary;
2. Working hours in institutions to be 40 hours with straight overtime pay for all overtime over 40 hours required in departments and institutions;
3. Some adjustment of salaries of jobs found to be underpaid by the Salary Survey;
4. Small adjustments to eliminate unevennesses in present salary rates;
5. Unemployment insurance for permanent employees;
6. Coverage of veterans in Retirement System for period of war service.

Each of these proposals has merit and is appreciated. However, they do not, in the employees' opinion, meet the realities of the critical situation we now face.

It is not possible for us to estimate actual salary increases proposed until we know something of the findings and recommendations of the Salary Board who, up to the present, have wrapped themselves in a rich mantle of silence. It seems, however, that no consideration has been given to the critical situation caused by the increased cost of living during the year. We have asked each year for a cost of living adjustment bill that would largely solve the salary problem. The employees feel that their salaries do not now permit them to absorb the 20% and more increase in prices this year without some adjustment in pay. We are not asking for higher real salaries, but merely for the means to continue to live on our usual modest scale without seeking outside jobs.

Surely, no final decisions will be promulgated by you, by the Salary Board or by the Budget until conferences are called between the major parties interested.

We have repeatedly presented a series of bills to liberalize the Retirement System. Our purpose has been to make the System work, that is to make it possible for public employees actually to retire instead of merely changing jobs as they now do. We want a Retirement System that permits retirement and we are willing to pay our fair share of the added cost.

The Association is urging particularly a minimum retirement allowance plan that would provide a pension based upon a formula of Thirty Dollars per year of service up to thirty years, thus providing a minimum pension of $900 after thirty years of service. Such a pension is now provided in the Federal Retirement Act.

We have also urged, (a) optional retirement at 55 years of age, similar to the New York City Retirement Plan; (b) vesting of right of an employee who leaves service, and, (c) increasing the death benefit.

Institutional employees particularly urge that retirement should be permitted after 25 years work in a prison or hospital.

At this time, the State Retirement Plan not only fails to encourage its workers to purchase annuity out of their earnings beyond the normal contributions, but prohibits them from doing so. The social value of promoting the creation of annuity reserve through payroll contributions for retirement allowance purposes outweighs completely any vague fears as to State invasion of the insurance field.

In accord with your expressed wish, we have conferred with members of your staff, as well as the Salary Board, with regard to the matters set forth here. I feel I would be remiss in my duties as President of the Association, which now represents very many thousands of State civil service workers, and membership in which is being extended to employees of the subdivisions of government within our State, if I did not ask your personal consideration of matters which are of such great importance to good labor relations and sound personnel administration in public service, in which you have shown a keen interest.
On January 8, in his Annual Message to the Legislature, Governor Dewey said:

“Our State Employees are now paid well: The lowest starting salary in 1942 was $900; today it is $1560. Promotions and reclassifications of employees are today approached on the merits of the case rather than first consideration being given to dollar costs....

“At my request, the Salary Standardization Board undertook a widespread survey of salaries paid privately in this State, by other states and the Federal Government for services comparable with those performed by New York State employees. This is the most intensive study of its kind ever conducted. The complete report of the Board’s work will soon be available.

“The Board has found that the temporary emergency compensation presently paid to all State employees should be incorporated into the permanent salary structure. The Board has already advised me that, in the main, gross salaries presently paid (including emergency compensation) are comparable with and in proper relationship to salaries paid in private industry and in other public jurisdictions.

“After the most careful study the Board has concluded that the present salary plan should be modernized and simplified. In the process of modernizing the salary schedules it is necessary to make several adjustments in minimums, maximums and increments to round out the irregular rates of pay occasioned by the variable emergency percentages. These adjustments will involve a net increase in aggregate salaries of about $2.5 million.

“Further adjustments may be necessary in a certain few occupational groups that were found to be out of line with positions in private industry and in other public employment. In my budget message, I will submit to your Honorable Bodies detailed recommendations on the changes to be made and appropriations required to improve the State’s compensation procedures so that its employees may be properly paid in accordance with their contribution to the smooth functioning of the State’s business.”
Here is Governor Dewey's answer to Dr. Tolman's letter:

January 9, 1947

Dr. Frank L. Tolman
State Capitol
Albany, New York

Dear Dr. Tolman:

I have your letter of January 7th and have carefully studied it. When I have seen the report of the Salary Board, I shall be in a little better position to analyze the problem and will, of course, be happy to see you.

With many thanks and warm regards,

Sincerely yours,

[Signature]

THE REPLY
THE FACTS
INDEXES OF COST OF LIVING IN THE UNITED STATES
Large Cities Combined, New York City and Buffalo
(Average 1935-39 — 100)
(From U. S. Bureau of Labor Statistics)

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<th>Year</th>
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<tr>
<td>1945</td>
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INDEXES OF WHOLESALE PRICES AND CONSUMERS' PRICES
DECEMBER 1945 — 100

INDEXES OF WHOLESALE PRICES AND CONSUMERS' PRICES
DECEMBER 1945 — 100

AS WE GO TO PRESS
NEGOTIATIONS
ARE IN PROGRESS
The following is a reprint of the resolutions urging Retirement System liberalization adopted by the delegates to the Annual Meeting of the Association:

"RESOLVED, That this Association urges early action by the Governor and the Legislature to liberalize the State Retirement Law to

(a) establish a minimum retirement allowance of $1200 per annum for members who have been employees of the State on a full time permanent basis for thirty years.
(b) permit optional retirement at age 55 with the State bearing half of costs on the same basis as provided in the New York City Retirement System.
(c) increase the death benefit level from $720 to $1200.
(d) that the low provide vesting of employee's retirement allowance after 5 years of service when State service is discontinued on the same basis as provided in the Federal Retirement.
(e) that optional retirement after 25 years of service at one-half pay be provided.

Will the Association's program for liberalization of the State Retirement plan be successful?

This question ranks well up with the question of adjustment of salaries to meet current economic needs of public workers. Interest in improvement of the retirement plan is equally great among State, county, city, town, village, and district employees who are members of the System. At the present time there are some 120,000 members of the New York State Retirement System, about equally divided between State employees and employees of the various subdivisions of government within the State.

The answer to the question rests firmly on the shoulders of the Governor and the Legislature. The Comptroller of the State is cooperating toward a better understanding of pension problems by extending information relative to the System, and in the preparation of cost studies of the various new proposals.

Intelligent presentation to the people of the State of the several proposals largely with the members of the System. Taxpayers welcome facts to justify expenditures and none should be better able to tell them the facts than the civil service employees in the various units of government. One of the facts which astounds and amazes citizens generally is that of the approximately 8,000 persons reired under the System the monthly pension is often only $50 or $60 per month after many years of service. It is clear that pensioners are limited in the ability to purchase the necessities of life and to provide the normal consumption of a medical needs of old age under normal conditions, and that with the purchasing power of the dollar reduced by one-half, as it is today, so far as the retirement allowance is concerned they are left in dire straits.

To remedy this condition, the Association proposes that the pension plan be revised to provide at least a retirement allowance of one hundred dollars per month to retired public workers, who is a contributing member of the System, and who has had there years of service. The plan seems unlikely that any citizen would object to such an improvement of the State's pension plan when the simple facts are made known to him. A liberalization of the system to accord a higher standard of living is very disturbing to family relationships and is not to be done lightly, particularly just before Christmas. The author, after a family conference, decided to continue that the pay had been established by constitutional command and a ruthless disregard of the hopes and faith of thousands of men and women.

The primary purpose of the pension system is the security of public officials and the members of the System to maintain the efficiency of public servants to each of the State Retirement System rests upon sound financing procedures.

Each of the Association's proposals on retirement needs rests upon needs that are very plain to the workers. The lack of social security for public employees is evident to the security of the System and of units of civil government to supply some substitute for this plan for those who lose the service before their retirement. The retirement system offers the medium of providing public workers who upon retirement of those who leave State service before retirement. By CHARLES M. ARMSTRONG, Chairman, Ass'n Salary Committee

Christmas time has been a time of worry to the State workers in recent years. The cost of living has been climbing to new highs each year and by Christmas time the workers know that they have had another cut in the living standards established in the April 1st pay adjustments. They look with hope to the New Year and the New Legislature. The hope for some recommendations from the Governor that will again recognize their plight and that the Legislature will act to restore their living standards.

Many family conferences have unambiguously been held by State workers to consider what they should do to bring their pensioners to the limits of their income. Some, and the author of this article is one, have boldly asked themselves if their income and seriously considered a drastic reduction in their established health of living. To make a drastic cut in the standard of living is very disturbing to family relationships and is not to be done lightly, particularly just before Christmas. The author, after a family conference, decided to continue that the pay had been established by constitutional command and a ruthless disregard of the hopes and faith of thousands of men and women.

A review of the cost-of-living adjustments received by State workers will make the seriousness of unfairness clear. The lowest paid State workers have received a total cost-of-living increase of 30 cents per pay period for over 30 years. This means that the average pay of the State worker has increased less than the cost of living. Others have been even more unfortunate than the State workers. Pensioners have received no increases at all and are even more unfortunate than State workers.

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The accompanying roster of Chapter Officers is so arranged in our state that the list can be continued readily—in fact the pages may be removed only for convenience and filing. This is the first publication of the complete list of Chapter officers, revised to January 1, 1947. Meet our Chapter officers!
HOW TO APPLY FOR AWARD

1. Any employee of the State of New York may submit as often as desired:
   (a) suggestions for improvement in doing any official work;
   (b) reports on any unusual accomplishment.

2. (a) write clearly and in full detail;
   (b) sign your name, show the department or institution where employed, title or position, and mail address;
   (c) mail to the New York State Employees' Merit Award Board, The Governor Alfred E. Smith State Office Building, Albany, New York.

3. Be specific in explaining the anticipated results of your suggestion. For example, if you suggest a time-saving procedure, indicate how much time will be saved, by how many employees, and why your proposed method is more efficient than the existing one; if you suggest a form revision, submit the suggested form together with a copy of the original one.

4. The Merit Award Board will date-stamp and acknowledge promptly each such communication. Where duplicate suggestions are received, priority of receipt will determine eligibility for an award. An identification number will be substituted for the author's name before an application is considered. Every application will be judged solely on its merits.

5. The author will be notified whether or not his application has been approved for an award, and if not approved, the reasons why not. The awards will be delivered promptly.

PUT YOUR IDEAS TO WORK!

BOARD PLAN EXPLAINED

OBJECTIVE:
To promote greater efficiency and economy in the government of New York State, to increase understanding and to foster good human relationships between State employees, public officials, and citizens of the State.

METHOD OF ACHIEVING OBJECTIVE:
By granting various types of awards to State employees for unusual and meritorious suggestions designed to improve any procedure or routine of government, or for significant accomplishments in their official capacity.

POSSIBLE TYPES OF AWARDS:
(a) Cash
(b) Salary increment
(c) Medal or insignia
(d) Certificate

ELIGIBILITY FOR AWARD:
Any employee or group of employees of New York State is eligible to receive an award for a meritorious suggestion or accomplishment accepted and approved by the Merit Award Board. Recommendations on behalf of a State employee for an award for an unusual accomplishment may be submitted by any person having knowledge of the circumstances.

DUPLICATE SUGGESTIONS:
Duplicate awards will not be made for the same or essentially similar suggestions.

STANDARDS FOR MAKING AWARDS:
A. The acceptance and approval of a suggestion and granting of an award by the Merit Award Board shall be governed by criteria, of which the following are typical:
   (1) Is the suggestion original? (It must not be a minor revision of an existing practice.)
   (2) Is the suggestion feasible? (Will the cost or some other factor render it impracticable?)
   (3) Will the suggestion improve working or living conditions? (Will the human standard of living be raised, such as betterment in health, welfare, education, and convenience of employees and citizens of the State?)
   (4) Will the suggestion increase safety? (Will hazards from accidents, fire, or floods be reduced?)
   (5) Will the suggestion increase efficiency? (Will waste of materials, duplication of work, and delays be eliminated? Will improvement in procedures and management result?)
   (6) Will the suggestion further the use of equipment? (Will new uses for existing equipment result? Will improved maintenance of equipment prolong its usefulness?)
   (7) Will the suggestion help to conserve natural and physical resources? (Will it result in better flood control, improvements in agriculture, reduction of stream pollution, etc.?)
   (8) Will the suggestion improve human relationships between employees, officials, and citizens of the State? (Will service to citizens of the State be improved?)
   (9) Will the suggestion reduce in number of printed forms;
   (10) Will the suggestion improve in the advancement of science and education;
   (11) Will the suggestion improve public recreation facilities;
   (12) Will the suggestion improve purchases, storage, and issue of supplies and equipment;
   (13) Will the suggestion improve Tax procedures;
   (14) Will the suggestion improve Motor vehicle accidents and traffic control;
   (15) Will the suggestion improve Conduct of racing and other sporting events;
   (16) Will the suggestion improve Budget-making techniques;
   (17) Will the suggestion improve Methods of producing, preserving, storing, packaging, and transporting foods;
   (18) Will the suggestion improve Legislative procedures and routine;
   (19) Will the suggestion improve Personnel policies to attract and hold the highest type of employee to the State service;
   (20) Will the suggestion improve Development of the potentialities of New York State, and the initiation of new industries;
   (21) Will the suggestion improve Further extension and use of existing facilities of the State government, such as educational, health, welfare, and agricultural services;
   (22) Will the suggestion improve Design and construction of bridges and other highway structures.

6. DEPARTMENTAL AND OTHER COMMITTEES:
In each State department, the department head shall nominate a Departmental Committee whose function will be to analyze, investigate, and make recommendations on suggestions referred to it by the Merit Award Board. It (Continued on Page 32)
KNOW YOUR LEGISLATORS

Members of the State Senate and State Assembly for the years 1947 and 1948, were chosen at the general election on November 5, 1946, and took office in January.

While a majority of the members of both houses of the Legislature were re-elected, the new role of members shows that fifteen senatorial and thirty-two assembly seats will be filled by members new to the Legislature. The party line-up in the Senate shows: Republicans, 41; Democrats, 40; American Labor Party, 1.

The party line-up in the Assembly shows: Republicans, 109; Democrats, 40; American Labor Party, 1.

As in previous years, the Association urges each of its members to become personally acquainted with his or her representative in the State Legislature, and further urges that each Chapter have a legislative committee whose duty it will be to keep in constant touch with the members of the Legislature who represent the district or districts in which the Chapter functions.

The Association’s program for the coming year — set forth in resolutions adopted at the Annual Meeting on October 15, 1946, and printed in the October issue of “The State Employee” — calls for legislation relating to salaries, hours, overtime, retirement, unemployment insurance, and many other matters of vital importance to civil service employees. It is a well known fact that members of the Legislature welcome the opinions and advice of their constituents. While our officers, counsel, headquarters staff and legislative committee will be constantly active in Albany in promoting our legislative program, individual talks by members of the Association with legislators in the home district of the Senators and Assemblymen, setting forth the reasons for the legislation sought and how it effects public service and its value to the public worker, will be of tremendous help to favorable action when the bills actually come before the legislator.

We urge also that Chapters invite their representatives in the Legislature to speak at meetings of the Chapter and that they otherwise stimulate in their Chapters interest in all of the proposals of their Association so that all members will be enthusiastic crusaders for the improvements sought. All members of the Association can help in promoting its program, and pride in and loyalty to their Association will increase with every new achievement. We have an unselfish program. All can work unselfishly for it.

The association intends to increase its advice to members with respect to legislative bills and their progress during the session beginning January 7th. This will be done through weekly reports in “The Civil Service Leader” and by special bulletins.

Herewith is an official list of Senators and Assemblymen. Visit with your Senator and Assemblyman. Talk with him about your Association’s legislative program. Give him first hand facts. Let him understand that you and your Association are interested in insuring the best possible government throughout New York State. You and your Chapter can do much to aid in the success of your Association’s great program — your program.

SENATORS

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<tr>
<th>D. Pol.</th>
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<tr>
<td>5 Rep.</td>
<td>Frederic E. Hammer, 256 Beach 1st St., Belle Harbor.</td>
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<tr>
<td>7 Rep.</td>
<td>Irwin Pakula, 41-07 42nd St., Long Island City.</td>
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<tr>
<td>10 A.L.P.</td>
<td>Kenneth Sherbell, 642 Pennsylvania Ave., Brooklyn.</td>
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<td>11 Dem.</td>
<td>Fred G. Moritt, 650 Greer Ave., Brooklyn.</td>
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<td>15 Dem.</td>
<td>Louis L. Friedman, 2094 East 4th St., Brooklyn.</td>
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<td>18 Dem.</td>
<td>Elmer F. Quinn, 285 W. Houston St., New York City.</td>
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<tr>
<td>19 Dem.</td>
<td>Francis J. Mahoney, 421 W. 18th St., New York City.</td>
</tr>
<tr>
<td>26 Dem.</td>
<td>Isidore Dollinger, 17 Crotona Park East, Bronx.</td>
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<td>32 Dem.</td>
<td>Thomas C. Desmond, Newburgh.</td>
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<td>35 Dem.</td>
<td>Peter A. Bland, 2202 2nd St., Watervliet.</td>
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<td>37 Rep.</td>
<td>Thomas F. Campbell, 1503 Union St., Schenectady.</td>
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<td>38 Dem.</td>
<td>Benjamin F. Feinberg, Plattsburgh.</td>
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<td>40 Rep.</td>
<td>Fred A. Young, Lowville.</td>
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<td>41 Rep.</td>
<td>Robert C. Groben, 6 Prospect St., Utica.</td>
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<tr>
<td>53 Rep.</td>
<td>Walter J. Mohoney, 6 Saybrook Place, Buffalo.</td>
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<tr>
<td>56 Rep.</td>
<td>George H. Pierce, 142 North 5th St., Allegany.</td>
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ASSEMBLYMEN

ALBANY COUNTY

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ALLEGANY COUNTY

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BROXON COUNTY

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<td>Patrick J. Fogarty, 446 E. 140th St., Bronx.</td>
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<td>Julius J. Gans, 1016 Faile St., Bronx.</td>
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<td>Louis Peck, 1605 Fulton Ave., Bronx.</td>
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D. Pol. Name and Address

5 Dem. Philip V. Baczkowski, 379 Peckham St., Buffalo.
9 Rep. Frank J. McMullen, 68 76th St., Brooklyn.
10 Rep. Lewis W. Olliffe, 199 Bergen St., Brooklyn.
15 Dem. John Smolenski, 1044 Manhattan Ave., Brooklyn.
16 Dem. Frank J. Pino, 1844 W. 3rd St., Brooklyn.
18 Dem. Irwin Steinberg, 706 Eastern Parkway, Brooklyn.
23 Rep. *Alfred A. Lanna, 1760 Union St., Brooklyn.
24 A.L.P. *Samuel Kaplan, 395 Powell St., Brooklyn.

**BROOME COUNTY**


**CATTARAUGUS COUNTY**

Rep. Leo P. Noonan, Farmersville Station.

**CAUYA COUNTY**


**CHAUTAUQUA COUNTY**


**CHEMUNG COUNTY**

Rep. Harry J. Tift, 205 John St., Horseheads.

**CHENANGO COUNTY**


**CLINTON COUNTY**


**COLUMBIA COUNTY**


**CORTLAND COUNTY**


**DREITUDE COUNTY**

Rep. Elmer J. Kellam, Hancock.

**ERIE COUNTY**

1 Rep. Frank A. Guggino, 438 Busti Ave., Buffalo.

**ESSEX COUNTY**


**FRANKLIN COUNTY**


**FULTON and HAMILTON COUNTIES**


**GENESEE COUNTY**


**GREENE COUNTY**


**HERKIMER COUNTY**

Rep. Leo A. Lawrence, Herkimer.

**JEFFERSON COUNTY**


**KINGS COUNTY**

1 Dem. Max M. Turshen, 1392 E. 39th St., Brooklyn.
2 Dem. Sidney Levine, 1444 E. 7th St., Brooklyn.
3 Dem. Mary A. Gillen, 82 Powers St., Brooklyn.
4 Dem. Bernard Austin, 500 Bedford Ave., Brooklyn.
5 Rep. Seymour Brener, 194 Reid Ave., Brooklyn.
7 Dem. *Louis Kalsh, 4801 Sixth Ave., Brooklyn.
9 Rep. Frank J. McMillen, 68 76th St., Brooklyn.
10 Rep. Lewis W. Olliffe, 199 Bergen St., Brooklyn.
13 Dem. Lawrence P. Murphy, 4408 Flatlands Ave., Brooklyn.
14 Dem. Harry Gittleson, 287 South 2nd St., Brooklyn.

**LEWIS COUNTY**


**LIVINGSTON COUNTY**


**MADISON COUNTY**


**MONROE COUNTY**


**MONTGOMERY COUNTY**


**NASSAU COUNTY**

1 Rep. Frank J. Becker, 42 Winter St., Lynbrook.

**NEW YORK COUNTY**

2 Dem. Louis De Salvo, 425 W. Broadway, New York City.
3 Dem. *Ernest Curto, 635 Sixth St., Niagara Falls.
5 Dem. Irwin D. Davidson, 151 Central Pk. W., N. Y. C.
6 Dem. Francis X. McGowan, 235 E. 22nd St., New York City.
8 Rep. Archibald Dougherty, Jr., 345 E. 57th St., New York City.

**NIAGARA COUNTY**

1 Rep. Jacob E. Hollinger, Middleport.
2 Rep. Ernest Curto, 635 Sixth St., Niagara Falls.

**ONEIDA COUNTY**

1 Rep. Harlow E. Bacon, 316 West Embargo St., Rome.

**ONDAGA COUNTY**

2 Rep. Ciaam S. Foshee, 600 Roberts Ave., Syracuse.
3 Rep. Lawrence M. Kullison, 156 Hasting Place, Syracuse.

**ONTARIO COUNTY**


**ORANGE COUNTY**

1 Rep. Lee B. Mauller, Cornwall.

**ORLEANS COUNTY**


**OSWEGO COUNTY**


**OTSEGO COUNTY**


**PUTNAM COUNTY**


(Continued on Page 23)

*Newly elected — Others re-elected.
New Style Check for All State Employees

New type salary checks, designed to speed up processing of payrolls and reconciliation of bank accounts, were distributed in December to more than 40,000 State employees on the permanent payroll, State Comptroller Frank C. Moore announced.

After three payrolls had been met with the new type of check, it became necessary for the Division of the Treasury of the Department of Taxation and Finance to send this letter to all department payroll units:

"Serious difficulty is being encountered in processing the punch card payroll checks inaugurated last month. If these checks are folded, perforated, stapled or otherwise mutilated, it is impossible to process them through the tabulating machines and thus it is necessary to produce new cards for the checks so mutilated. 37,000 punch card checks were issued in December. 4,800 of these or approximately 12% were received in such a mutilated condition that it was necessary to produce cards to be substituted for them. Experience of other users of punch cards shows an average mutilation of only 4% to 5% which indicates careless handling of these checks by employees.

"We are forwarding with your payrolls individual notices to be distributed to employees with their next punch card check. We would appreciate your cooperation in distributing these notices with the checks. Please ask the supervisors who distribute checks to see that each employee who receives a punch card check also receives a notice and that each employee is asked to cooperate in this matter. Employee cooperation is necessary in order to eliminate careless check handling and mutilation. Your efforts in this matter will be greatly appreciated."

STATE EMPLOYEES — Read carefully the notice that comes with your next check — and please cooperate!
"HOW WELL I REMEMBER!"

By "An Oldtimer"

The Association certainly has an "ambitious" program for 1947. The resolutions adopted by the delegates at the annual meeting in October, which were printed in the October issue of "The State Employee," completely covered every phase of work — and retirement — and pay. Improvements in work hours, working conditions, hours of work, retirement, leaves, promotion — and then some. There are many improvements in working conditions in State service that employees need and desire. Year after year I have read the Association’s program — and year after year I have observed its many accomplishments. So I am a "believer" in the "type" of organization the Association is — its officers and delegates are elected by members — its finances are no secret — its officers and ministers unpaid — it has no closed shop — it is an association of "workers" and "employees." But do not forget the War Emergency Compensation — first accorded to State workers in 1943, and increased in 1945 and 1946. The Association surely was on the job to inform the public, the executive and legislative branches of State government, as to the plight of State workers in the "increased cost of living" period. Yes, the small investment in Association membership has certainly brought forth much material gain.

Retirement Information for U. S. E. S. Employees

These paragraphs on retirement for United States Employment System employees were especially prepared for "The State Employee," from information furnished by Milton O. Loyken, Executive Director of the State Department of Employment Security.

1. All employees must become members of the New York State Employees' Retirement System.
2. Federally employed employees who did not withdraw their funds from the Retirement System continue to enter the Retirement System as new members, and register numbers and retirement rates.
3. Federally employed employees who did withdraw their funds from the Retirement System must re-enter the System as new members, and register numbers and retirement rates.
4. The Retirement System notifies each new member of his registration number and retirement rate.
5. New members of the Retirement System, including those who withdrew their funds, receive interest compensation only on the amount of their credit in the annuity account.
6. Current retirement contributions are computed and deducted from salary by multiplying each employee's salary by the rate of contributions for the period involved.
7. The law permits U.S.E.S. employees to obtain retirement credit for federal service by paying their own share and the State's share of arrearage contributions for the period involved.
8. If and when federal funds are provided for this purpose, the State's share will be paid from the Unemployment Insurance Administration Fund. The Division has already requested funds from the U. S. Department of Labor for payment of the State's share. If the U. S. Department of Labor is in favor of granting the funds, but anticipates that a Congressional appropriation will be required, which may take some time to obtain.
9. If and when federal funds are provided so that the above-mentioned arrangements can be completed, employees who have been receiving payments to the State Retirement System, including payment of the State's share, will receive a refund from the Retirement System of the amount they contributed for the State's share. Employees will be advised as soon as arrangements are completed. Necessary action will be taken by the Administration of the Division and the Retirement System to protect the rights of all employees transferred from the U.S.E.S. In the meantime, the Association is advised that no purpose will be served by communicating, on the subject, either with the Employees' Retirement System or with the Division until employees are informed that such funds have been made available.

The State Employee

January
Ring Out Wild Bells

1947 is y’commín in. More than most years, A. D. 1947 is uncertain in its promises and its dangers. The New Year bells were wilder than ever. 1947 may mean much or less than nothing to Public Employees. The final result rests partly on circumstances but more on the active efforts of all civil service workers.

The Association now has a new constitution, a new name and new opportunities. It enters what should prove to be a New Era of progress and expansion. In offering membership in the Association to local civil service employees, there is a promise of some 200,000 new members. There is also an incredibly difficult job to be done for these county members. We have been accustomed to work with a single government. Now we must work with many small units of government only recently and partially under the Civil Service System. We must learn the potentialities and the needs of all these municipalities and districts. We must sell them on the value of the Association in their particular fields of operation. We must convince them that they can do a better job for their public with our help.

We must offer real help to the local civil service employees. We can, in the long run, and as a general policy, accomplish this best, I think, by urging fair and equal treatment for all public employees whether local or State. Equal pay for equal work should apply everywhere in the public service in the State of New York. Attendance rules should likewise be uniform, as far as possible. The Feld-Hamilton law should be extended to local governments.

Objections are always raised that any particular city or county in question is different—that it must have special treatment—that it cannot raise its costs or standards to the State level without disaster. To a very limited extent, this may be true temporarily, but the claim is more often used as an excuse for doing nothing rather than a reason for doing what can be done. The Association must press for essential progress until and unless it can be shown that improvement is in fact impossible in any locality.

Salaries will of necessity be the major problem of the year. In its program, the Association recognizes that runaway wages plus runaway prices means national disaster. It realizes that every right-thinking person must now sacrifice something for the common welfare. This is the obligation of all groups and there is no injustice greater than to ask one or a few groups to do all the sacrificing. The Association takes the position that present high prices compel salary adjustments to the extent required to keep the buying power of the salaries of public employees in line with the price level of the necessities of life. The Association is asking for no increase in real wages, and only for enough increase in money wages to maintain the living standards of the State employees. The laborers in State service is worthy of his hire in dollars that will buy a dollar’s worth of goods.

In addition, the Association is asking for the enactment of a cost-of-living bill to keep salaries and prices in line in the future. Little is accomplished by emergency measures when the emergency long continues and becomes ever more severe. For that a permanent method of adjustment is required. Cost of living adjustment plans are becoming so common in private industry and in Government that the State of New York can hardly postpone longer careful consideration of the Association’s plan for solving the salary problem.

1947 is a year of promise chiefly because it is a year of difficulties. The Association must have your active help if it is to succeed in serving you.

F.A.T.

New Horizons

The Civil Service Employees Association, Inc. is now officially organized, and the civil service employees of the various political sub-divisions of government in New York State are cordially invited to join with the State Civil Service employees in a united effort to upbuild public service and to establish sound employment practices in public service everywhere in our State.

The official approval of the aims and objectives of the Civil Service Employees Association, Inc. came from the Board of Standards and Appeals, State Department of Labor.

A change in the name of the Association to The Civil Service Employees Association, Inc., was approved previously by Supreme Court Justice William H. Murray.

The membership is now open to persons who are employed in or who have retired from the civil service of the State of New York or any political subdivision thereof. For the present, membership will not extend to the City of New York or the five counties comprising the City of New York.

The headquarters of the Association will remain in Albany as at present.

The constitution of the Association states its purposes and policies as follows:

"The Association is organized to upbuild and extend the principle of merit and fitness in public employment, to maintain and promote efficiency in public service and to advance the interests of all civil service employees. It is dedicated to the principle that Government is the servant and not the master of the People, that its objectives are to be attained by truly democratic methods and, with the conviction that the People are entitled to uninterrupted governmental service, it renounces the use of the strike by public employees."

In commenting upon the extension of membership, President Tolman states:

"Expansion of membership to include employees in the various units of government throughout the
State of New York has resulted directly from requests of many employees in such units for membership in our organization. It is extremely gratifying to note this interest and to announce that membership is now open to them.”

Beg Pardon!

In our November-December holiday number we published the complete speech of Miss Mary Smieton at the Association’s 36th Annual Meeting in Albany, October 15, last. Accompanying her interesting words was a photograph of Miss Smieton taken by the Albany Times-Union during the meeting.

Nowhere in the article was there a word as to its source. Not even under her picture did Miss Smieton’s name appear. Naturally this was not intentional. Explanatory matter which was supposed to be included was inadvertently omitted.

That the “slip” puzzled few who heard Miss Smieton’s interesting speech at the Annual Meeting or read about the affair in previous issues of “The State Employee” is indicated by the fact that we received only one inquiry — and that from a person whose picture was published almost next to Miss Smieton’s in our October number!

However, it was unfortunate, and we apologize to Miss Smieton and to our readers.

Contest Popular

The contest conducted by THE STATE EMPLOYEE for suggestions for a new name closed at midnight December 31, 1946.

The flood of suggestions indicated the popularity of the contest among our readers. The Editorial Board will announce its decision in the next issue and the name of the winner of the $50.00 prize, if any — remember, you had to suggest a better name, in the opinion of the Editorial Board, than the name they have tentatively selected.

In our next issue will also be announced a new prize contest with three cash prizes. Look for the announcement of this interesting contest.

Have You Read Pages 4 to 9?

Read — - Think
Names New Field Representative

The appointment of Charles R. Culyer to act as Field Representative of the Association has been announced by Dr. Frank L. Tolman, President.

To Mr. Culyer is assigned the duties of organizing the civil service employees in cities, counties, towns, villages, and school districts throughout the State, as provided for in the new constitution of the Association. A member for ten years and active worker in Association affairs, having been President of the New York City Chapter for the past two and one-half years, Mr. Culyer is leaving the Division of Placement and Unemployment Insurance (now the Division of Employment Security) where he was an insurance office manager in New York City.

Interested in civic affairs in Westchester County, where he has resided in White Plains for 30 years, he was a member of the Fire Chiefs' Emergency Plan, the B.P.O.E. and St. Agnes Brotherhood, being also on the Advisory Council of selective service board during the last war. Mr. Culyer has participated in many of the Association plans for increasing membership and brings to the Association an extensive knowledge of the problems of civil service employees.

Tolman Appoints New Committees

The Standing Committees, as announced by the President for the current Association year, are listed below.

President Tolman has impressed upon each member of the various committees the serious responsibility which rests upon them to deal zealously with the problems of their committees. The broad program of the Association for the coming year calling for legislation and administrative action in matters vital to the State and to employees, has the loyal support of the membership and the active cooperation of committees and officers insures a vigorous and successful campaign to bring about the substantial advances called for in the resolutions adopted by the delegates to the Annual Meeting.


Salary Committee — Charles M. Armstrong, Chairman; Mildred M. Lauder, Philip A. Cowan, Charles H. Foster, Dr. Sylvia Parker, Edward J. Ramer, David Schulies and J. Scott Nichols.

Pension Committee — Charles C. Dubuar, Chairman; Victor S. Cohen, Charles H. Foster, Theodore Becker, Charles L. Culyer, Leo M. Britt and Gordon Carlile.

Education Committee — Dr. David Schneider, Chairman; Ralph Spence, Francis C. Mayer, Henry B. McFarland, Clifford C. Shoro, Mrs. A. B. Tremper and C. W. F. Stott.

Publicity Committee — Thomas C. Stowell, Chairman; Theodore Becker, John Daniels, Joseph J. Horan, Wayne W. Soper, Ranger Tyler, Clifford Hodge and William Livingston.

Grievance Committee — C. J. Fee, John C. Collins, Arvis Johnson, Charles R. Cox, Dr. Joseph Schleifstein, John C. Miller, Charles H. Davis, Paul D. McCann, Joseph O'Hare and Theodore Becker.

Social Committee — Janet Macfarlane, Chairman; Ann Quirk, Betty Schifferdecker, George Hayes, John Joyce, Joseph J. Horan and Paul D. McCann.

Auditing Committee — Charles H. Foster, Chairman; Martin Lanahan, Edward J. Ramer, Marion Henry, Earl Pfannebecker and O. E. Maxwell.

Question - Are You Satisfied?

Almost $3,000,000 have been paid to members disabled by accident or sickness and to beneficiaries of members insured under the group insurance plans sponsored by the Association. This service constitutes a valuable contribution to employee welfare.

At the request of many members, and for their benefit, the Association used the tremendous purchasing power of its over 30,000 members to arrange low-cost, broad-coverage life and accident and sickness insurance protection for members. The Association's Insurance Committee, composed of experts in the insurance field, carefully studied all types of insurance contracts available to secure the "best buy" for Association members.

Numerous commendatory letters, relative to claim service and payment and many other matters, have been received from policyholders of the group insurance. The Association has taken every possible interest to assure that members receive just settlement of claims and are satisfied with their group insurance.

THE ASSOCIATION WISHES TO RECEIVE ADVICE FROM ANY MEMBER WHO IS NOT (Continued on Page 33)
SNAPS OF CHAPTER HOLIDAY PARTIES

DIVISION OF LABORATORIES AND RESEARCH, ALBANY CHAPTER, HEALTH DEPT.: 1. Wm. F. McDonough, Dr. Joseph Schleifstein, Pres. 2. Margaret King, Mary Salm, Mary Thompson, Marie Cassidy, Ann Snapeck. 3. Frank Smith, Dorothy Metzger, Mrs. Margaret Zimmerman.

CIVIL SERVICE DEPT., ALBANY: 4. left to right, Frank Densler, William Murray, Joseph Schechter, Mrs. Henry McFarland, Henry McFarland, Eugenia McLaughlin, Mary Kane. 5. left to right, Philip Hagerty, Judge J. Edward Conway, Mrs. Conway, Charles L. Campbell, J. Earl Kelly, Mary Gaede Krane, Lawrence Jensen, Mrs. Hagerty. 6. left to right, seated, Margaret Barna, Mary Morrissey, Harry Fox, Co-Chairman, Lorraine Page, Ruth McLaughlin; standing, Theodore Becker, Pres., Jane Lacy, Lawrence Jensen, Co-Chairman, Guy Graves, William Scheidler, Matthew Lavenia.

January
BURT R. RICKARDS, DR. KIRKBRIDE END CAREERS IN STATE SERVICE

The Department of Health has experienced two recent losses of personnel through the retirement of veteran executives, Burt R. Rickards, director of the Division of Public Health Education, and Dr. Mary Butler Kirkbride, Associate Director of the Division of Laboratories and Research. Each had served the Department continuously for more than a quarter-century.

As head of the Public Health Education Division since 1922 Mr. Rickards is recognized as one largely responsible for establishing the detailed services now available to the public through the office. A graduate of Massachusetts Institute of Technology he came to the Department in 1917 to serve as assistant to the Deputy Commissioner.

He began his public health career as assistant director of the Boston Health Department Bacteriological Laboratory, later serving as director. He was director of the laboratories of the Ohio State Department of Health and associate professor of municipal and sanitary dairying at the University of Illinois. He left the latter post to become associate director of the biological department of the Eli Lilly Company where he took charge of the development and organization of the antitoxin and vaccine laboratories.

Early in his career his interest and ability in the editorial field was recognized and he was assigned to assist in the editing of the Massachusetts Public Health Association Journal. He later became editor-in-chief of the publication. Not long after assuming the directorship of the Division of Public Health Education he reorganized "Health News," the official publication of the Health Department, making it a weekly, where it had previously been published but once a month.

He was a pioneer in the field of radio and very early in the life of Station WGY, he prepared a series of five-minute health talks which were presented over this station. The lecture series continued for more than a decade when it was replaced by 15-minute dramas, written, acted and produced by members of the Department staff.

Through his efforts the Department was one of the first to inaugurate a program of home and farm safety and he was able to guide and develop effective plans for safer living throughout the State. During his administration, the Division established a film library which has now grown to include 155 subjects and 500 prints. This was in addition to the production and distribution by the Division of several full-length health films. All of the subjects are available for public use in the promotion of personal and public health.

Mr. Rickards has made many contributions to health education through lectures and published articles. He is a life member of the American Public Health Association, a member of the Sigma Xi, an honorary scientific society, and of Delta Omega, honorary public health society. For many years a familiar figure at the annual conference of Health Officers and Public Health Nurses he has watched that meeting grow under his direction from one with an average attendance of 350 to a convention with registration running several times that figure.

Thomas C. Stowell, with the Department since 1932 and assistant director of the Division for more than 10 years, has been named to serve as acting director.

Doctor Kirkbride, for 32 years with the State Health Department, began her scientific career at the University of Pennsylvania. She later studied at the Philadelphia Polyclinic and College for Graduates in Medicine, at Harvard and Cornell Medical Schools, and at the College of Physicians and Surgeons of Columbia University. She was engaged in immunologic research at Columbia until 1914 when she came to the State Division of Laboratories and Research. Since that time she shared generously in the development of the laboratories, first as bacteriologist, then in charge of the Antitoxin, Serum, and Vaccine Laboratories, and finally as Associate Director.

Her immunologic studies are of fundamental importance and her noble experience in the production and standardization of therapeutic serums was drawn upon during the war period in her appointment as a member of the civilian commission on meningococcal meningitis of the War Department. In 1935 a testimonial medal was presented to her by the New York State Association of Public Health Laboratories of which she was secretary from the time of its organization.

Doctor Kirkbride has been honored by membership in leading scientific societies, and by an honorary degree from Smith College.
Fisher Award Presented

State Comptroller Frank C. Moore presented the second annual Harold J. Fisher Memorial Award for outstanding achievement by a New York State employee to Mrs. Dorothy D. McLaughlin of Central Islip State Hospital at ceremonies in the Comptroller’s office December 18.

The award, consisting of a silver trophy, and medals of merit for five other state employees were presented by Comptroller Moore on recommendation of a committee of judges chosen by the Civil Service Reform Association, represented at the ceremonies by H. Eliot Kaplan of New York City, Executive Secretary, and one of the judges.

The medals of merit, also for outstanding achievement in state service, were awarded to Frank J. Corr, Jr., Department of Audit and Control; Herbert L. Bryan, Department of Social Welfare; Joseph Gavit, Department of Education; J. William Rogers, Department of Correction, and Kinne F. Williams, Department of Conservation.

Mrs. McLaughlin, Principal of the Nurses Training School, Central Islip State Hospital, won the high honor for development of a model educational and training program for nurses and nurses aides. The citation accompanying her award hailed her plan as “one of the most progressive developed in the nursing field during the war . . . making her school of nursing highly recognized in the professional nurses training field.” Mrs. McLaughlin, a director of the New York State Nurses Association, is completing her 12th year in her present state position.

The medal winners were cited as follows:

Mr. Corr, for developing a new system of fiscal control and supervision of municipal finances by his Department and for extensive research work with the Commission on Municipal Revenues;

Mr. Gavit, for contribution of employee morale and information service to legislators and department heads and for advancement of the merit system;

Mr. Rogers, for devising and instituting vocational training programs in prisons;

Mr. Williams, for excellent control of forest fires during the dangerous wartime period of manpower and equipment shortages;

Mr. Bryan, for establishing new statistical research methods in the social welfare and delinquency programs.

All six winners are members of The Association of Civil Service Employees.

The annual award, honoring the memory of Harold J. Fisher, former president of the state employees association, who died May 1, 1944, was established by “The Civil Service Leader.” Trophies and medals are donated by “The Leader.”

Presented for the first time last year, the Fisher Award was won by Association President Frank L. Tolman of the Department of Education, in recognition of “his splendid talents and unselfish public labor,” who was present at this year’s ceremony.

Citations accompanying each award were read by Comptroller Moore upon each presentation. He extolled the service of Mr. Fisher (Continued on Page 31)
“Guides to Central and Western New York,” 77 pp.
Each of these guides was prepared by the Division of State Publicity of New York State Department of Commerce to assist the people of the State as well as non-residents in taking full advantage of the State's vast vacation and playground resources. Each guide describes the particular region of each area, subdivides the regions into counties and presents the facilities in each county even to the detail of where to go to catch certain kinds of fish. Hotel, boarding-house and summer cottage resources together with rates are also included. Cartoon sketches enliven the guides. Write to the Division of State Publicity, New York State Department of Commerce, 112 State Street, Albany. No charge.

This publication presents the retirement law including amendments by the 1946 Legislature and also including other laws pertinent to the New York State Employees Retirement System, 256 Washington Ave., Albany. No charge.

A revised edition of the popular publication under the same title and prepared under the direction of the Committee on Veterans Education. It has been designed primarily for those who counsel with returning veterans and others who need information in planning for specialized training. The pamphlet provides a coded alphabetical index of occupations and lists of schools offering training in each occupational group. Write to Bureau of Guidance, New York State Education Department, Albany.

“Schools in New York State Approved for the Education of Veterans.” State Education Department. 1946. 65 pp. 15c.
This bulletin lists schools approved for veteran education and training, the list including colleges and universities, junior colleges, business institutions and schools, public and private high schools, special schools and correspondence schools. It is of particular value to agencies and individuals desiring accurate information on schools qualified and equipped to offer education under the G.I. Bill of Rights. Public Law 346. Write New York State Education Department, Albany.

“Prevention in Action.” New York State Youth Commission. 1946. 64 p. No charge.
A comprehensive report of the Youth Commission with treatment of such topics as New York State’s Prevention Program (referring to delinquency), municipally-sponsored and state-assisted projects, mental hygiene facilities, child care, the role of the school, family life education, community leadership and crime and delinquency trends. Write New York State Youth Commission, 24 James Street, Albany.

“Opportunities for Higher Education in New York State.” Supplement to State Education Department, 1946. 19 p. 20c.
Under the same title Part I of this pamphlet was published in 1944. It listed degree-granting institutions and the courses each offered, fees charged and the like. The supplement brings up to date certain information on tuition and fees charged and lists the fields in which the colleges have courses of study registered by the Education Department and approved for the G.I. Bill of Rights. Write New York State Education Department, Albany.

This publication, in an attractive manner, apprises the reader of the unmatched winter sports facilities in New York State. In addition to reproduced photographs of people engaged in various winter sports, there are illuminating articles on the beauty of the snow-flake, training for ski enjoyment and animals in winter. Accompanying the publication is an illustrated map showing the locations in the State of various sport centers together with highway, bus and railway connections. Address New York State Department of Commerce, 112 State Street, Albany 7, N. Y.

“Let Us Give Them the Opportunity They Deserve,” Council on Rural Education, 15 p. $.05 per copy.
In order to better inform the layman and to answer questions that have arisen regarding the proposed intermediate school district in New York State, the staff prepared this brief question and answer bulletin. It covers most of the actual questions asked and some anticipated questions in simple, clear language. Address New York State Education Department, Albany 1, N. Y.
The Association notes with sorrow, and with sincere sympathy for the relatives and friends, the death of the following members, as reported from AUGUST 6, 1946 TO DECEMBER 9, 1946

<table>
<thead>
<tr>
<th>NAME</th>
<th>DEPARTMENT</th>
<th>TITLE</th>
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<tbody>
<tr>
<td>Chase, Alice E.</td>
<td>Mental Hygiene</td>
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<td>Webb, Ralph L.</td>
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<td>Brunell, George</td>
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<td>Johnston, Harry C.</td>
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<td>Sugg, Ethel C.</td>
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<td>Power, John</td>
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<td>Mannion, Thomas</td>
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<td>Stevens, Milo E.</td>
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<td>Dawson, Wesley M.</td>
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<td>Brockett, Donovan</td>
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<td>McMahon, J. Raymond</td>
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RETIREMENT LEGISLATION  
(Continued from Page 10)
ment age with at least a partial sub-
stitute for social security. The Asso-
ciation proposes that if the member 
so selects the contributions of the 
State and of the employee for his 
years of service shall remain in the 
System and that when the employee 
reaches retirement age that he shall 
receive such retirement allowance as 
the vested contributions of the State 
and the employee creates.

Bills to provide each of the pro-
posed changes in the Retirement Sys-
tem will be ready for introduction 
early in the 1947 legislative session. 
They will follow the lines of similar 
bills last year. They are of tremen-
dous importance not only because of 
their social implications but because 
of the substantial investment which 
the people of the State must make to 
establish them. Members of the Re-
tirement System throughout the 
State have such a vital interest in 
these bills that each should promote 
full discussion and support for them.

SHALL LIVING STANDARDS 
BE CUT?  
(Continued from Page 11)
The State worker is obviously be-
ign treating unfairly. Sometimes sit-
amations are so difficult that there is no 
easy way of overcoming unfairness. 
Most people would say the plight of 
insurance company pensioners was 
in this category. But this justification 
for unfair treatment does not apply 
to the State workers. The State de-
pends for its income on the pros-
perity of the individuals in the State. 
In 1940, the per capita income in 
New York State was $863; in 1944 it 
was $1519, and a reasonable estimate 
for 1946 is $1600. Thus, the New 
York State government could have 
almost doubled its 1940 income if it 
took the same percentage of the State 
income as in 1940. Actually, while 
cutting the State income tax, the 
State has advanced rapidly 
from $376 million dollars in 1940 to 
$495 million in 1945 and probably 
well above $500 million in 1946. Ob-
viously the State can secure the neces-
sary funds to maintain the real wages 
of the State employees.

The raising of State salaries up to 
present living cost levels is not 
ough to safeguard the living stand-
ards of the State workers. The cost of 
iving has gone up about 15 per cent 
since the Legislature met last year. It 
may go as much or more next year. 
The State workers need an automatic 
method of adjusting the State 
standards of living. Events of the 
past year have shown some of the 
unions that such a clause would be 
of great assistance and some labor 
unions are including cost of living 
adjustments in their contracts such 
the large unions are no longer presenting 
united front against the idea.

Several very simple points have 
been presented in this article but they 
conclusively show that the State em-
ployees need a substantial increase in 
pay. These points are:

1. The State employees are lower-
ing their living standard because 
State salaries will not 
supplement them in their accustomed manner.
2. The standard of living of the 
people of the State has ad-
vanced.
3. The State has the taxing power 
to secure a fair living standard 
for its workers.
4. The State should provide a 
 mechanism for automatically 
 adjusting all salaries and wages 
to changes in the cost of living.

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FISHER AWARD  
(Continued from Page 27)
both to the State and to his fellow employees in a brief comment on the history of the Fisher Award before the ceremonies were brought to a close.

Also present were: Joseph D. Lochner, Executive Secretary of the Association; Charles L. Culver, newly appointed Field Representative; Mrs. Florence Smith Vincent, of the New York State Nurses Association; Dr. Charles Gosnell, State Librarian; E. A. O'Hara, of Comptroller Moore's staff; and H. J. Bernard, Executive Editor of "The Leader."

In the course of his remarks, Dr. Tolman said:

"The secret of good administration is to spread responsibility and offer a certain extent of opportunity and at least a little recognition. An administration is a lot better when, in the words of Governor Dewey, it works as a team, rather than as a group following the directions of only one man. We have here today prize winners who represent the success of teamwork."

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HOW'S YOUR HEALTH?

By ISABEL BEARDSLEY

Sound teeth make a big contribution to health and good looks. As indicated in the following paragraphs from a health department pamphlet on building and maintaining sound teeth, care of the teeth is one way of getting the best of Father Time!

Food and nutrition play an important part in the development of teeth. Experiments seem to prove that eating excessive amounts of sugar, particularly hard candy which is held in the mouth for some time, tends to increase acid-producing germs which cause fermentation and lactic acid. This in turn dissolves the minerals in the tooth enamel, thus starting a cavity. Statistics show that from 90 to 95 per cent of the children entering school have one or more decayed teeth. Such teeth may affect seriously the general well-being of the child.

It has been said that pain is man's best friend, because it gives him the signal to correct some irregularity in his system. If every tooth with a small cavity were to ache, many teeth which are now being lost could be saved and much suffering would be avoided. Unfortunately many decayed teeth do not ache until considerable damage has been done. It is not uncommon, the dentists say, to X-ray a person's teeth and find an abscessed tooth which has never ached or caused any known trouble. Yet that abscess may be sending its army of germs and resultant poisons to other parts of the body, thus acting as a starting point of infection from which other organs and tissues may be affected.

The teeth should be carefully brushed at least twice a day — once after breakfast and again before going to bed, but it should be remembered that the tooth brush and dentrifice are intended for the sole purpose of cleansing the teeth and not to cure dental disease. The different types of dentrifices, paste, powder, or liquid, have no particular advantage over one another. As a matter of caution, look for the seal of the American Dental Association on the package. This means that the dentrifice has been tested and found to be satisfactory.

By following the advice of your dentist concerning the care of your teeth, and by permitting him to correct dental defects before too much tooth structure is lost, you will be following a sound policy of economy and do much to preserve your teeth and your health.

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is suggested that such Departmental Committee consist of not more than five nor less than three members, including the head of the department or his representative and at least one employee from the rank and file. One member of the Committee shall be designated Secretary to act as liaison between the Departmental Committee and the Merit Award Board. It is expected that the departmental committees will implement their duties by enlisting as sub-committees employees who have the capabilities necessary to judge and evaluate suggestions submitted. Committees will be organized for both branches of the Legislature and for the Judiciary.

7. PROCEDURE:
A. Every suggestion shall be submitted in writing by an employee or group of employees direct to the Merit Award Board, 26th floor, The Governor Alfred E. Smith State Office Building, Albany, N. Y. This is to provide a free channel of communication between employees and the Board, and to provide an equal opportunity for all employees to qualify for a merit award. Every application must be complete enough to allow the Departmental Committee and the Merit Award Board to judge its merits.

B. The Merit Award Board will record and acknowledge receipt of each suggestion.

C. Each suggestion will be numbered serially for identification before being referred to the proper Departmental Committee for investigation and recommendations, and the author's name will be removed from the suggestion.

D. Departmental committees will be required to submit a report and recommendations on each suggestion referred to them within a period of fifteen days from the date of referral by the Merit Award Board.

E. Investigation of suggestions by the Departmental Committee may be guided by the following check list:

1. How will adoption of the suggestion result in
   a. reduction of material
   b. saving of labor
   c. other savings — use of equipment or facilities?

2. How much will it cost to put the suggestion into operation?

3. How much money will be saved (estimated) by adoption of the suggestion?

4. Is a similar suggestion already under consideration?

5. Does the suggestion concern something that is well known but for very good reasons has not been put into use?

6. Is part of the suggestion deemed practicable and desirable? If so, what part?

7. Is adoption of the suggestion recommended? If not, why not?

8. If adopted, how soon can this suggestion be put into operation?

F. Investigation of unusual accomplishments:

1. Is the accomplishment above and beyond the usual duties and responsibilities of the position?

2. What is the lasting value of the accomplishment?

3. Does the accomplishment lead to some change in method?

4. Is the value of the accomplishment generally recognized by professional or other groups?

5. Has the accomplishment tended to a wider appreciation of the value of the State government or to a better human relationship in government?

---

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Policyholders in the group plan of accident and sickness insurance are
requested to remember two points:

1. When you become disabled, notify PROMPTLY the nearest claim office of the Commer­
cial Casualty Insurance Company, or TerBush & Powell, Inc., 423 State Street, Schenec­
dady, N. Y., or Association Headquarters. See your physician at least ONCE IN
EVERY SEVEN DAYS, during your disability period, unless you have the permission of
the insurance company to have medical attention less frequently.

2. Read over the copy of application for the insurance which is attached to your policy. If you
did not answer the questions therein completely and accurately, notify TerBush & Pow­
ell, Inc., promptly. THIS IS IMPORTANT.

If you have not been satisfied with claim service or payment, or any other phase of the group insurance
WRITE TO ASSOCIATION HEADQUARTERS and furnish all the details concerning your com­
plaint.

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CONWAYExplains VACATION ALLOWANCES FOR VETERANS

On December 31, 1946, President J. Ed­
ward Conway of the Department of Civil
Service, wrote Dr. Tolman as follows:

"This is in reply to your letter of De­
cember 9, requesting a clarification of my
memorandum of June 6, 1946 on the sub­
ject "Vacation Allowance For Veterans."

"Prior to the issuance of this memoran­
dum, reinstated veterans were only allowed
vacation which they earned prior to en­
trance into military service and vacation
which they earned after reinstatement to
their positions. The purpose of my memo­
randum was to assure a veteran reinstated
in State service after a military leave of
absence a full four weeks' vacation allow­
ance during the 1946-1947 fiscal year. The
memorandum was not intended to apply to
a veteran who would be entitled, under
regular procedure, to receive four weeks' vacation during the fiscal year 1946-
1947. It was only intended to apply to a
reinstated veteran who would not have
been entitled under regular procedure, to
four weeks' vacation allowance during the
1946-1947 fiscal year.

"Accordingly, in the case of a veteran,
reinstated in 1946-47, whose vacation
credits accumulated prior to military service
and the vacation credits that he would have
earned during the fiscal year 1946-1947
subsequent to his return would not have
aggregated four weeks, such veteran is en­
titled to receive four weeks’ vacation during
such fiscal year. On the other hand, if such
accumulated and earned vacation aggre­
gated four weeks or more, the terms of the
memorandum do not apply and such vet­
eran will be entitled to use such accumu­
lated and earned vacation aggregated four weeks or more.

"(a) Where a veteran is reinstated on
October 1, 1946 (and has accumulated
vacation allowance of three weeks prior to
entry into military service) he is entitled
1946-1947 fiscal year, just as if he
had earned such four weeks' vacation dur­
ing the preceding fiscal year 1945-1946.
For the purpose of computing vacation al­
lowance for the fiscal year 1947-1948, such
veteran shall be deemed to have been rein­
stituted on April 1, 1946 and he will be en­
titled to a full vacation allowance in the
fiscal year 1947-1948.

"(b) Where a veteran is reinstated during
the fiscal year 1945-1946 he is entitled
to a full four weeks' vacation allowance
during the 1945-1946 fiscal year, just as if he
had served for the full fiscal year 1945-
1946.

"(c) Where a veteran is reinstated on
October 1, 1946 (and had accumulated
vacation allowance of three weeks prior to
entry into military service) he is entitled
to only four weeks' vacation during the 1946-
1947 fiscal year, inasmuch as his service
during the fiscal year 1946-1947 cannot be
used for vacation purposes during the same
fiscal year. For the purpose of computing vacation al­
lowance for the fiscal year 1947-1948 such
veteran will be deemed to have been reinstated on April 1, 1946 and will be en­
titled to a full vacation allowance in the
fiscal year 1947-1948.

"I hope that this reply will clarify any
confusion or misunderstanding relative to the
interpretation of my memorandum of
June 6, 1946."

TSA
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<tr>
<th>Classification</th>
<th>Monthly Benefit</th>
<th>Regular Coverage</th>
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<td>Employees with Annual Salary of</td>
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<td>Less than $600.</td>
<td>$ 30.00</td>
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<td>$150.00</td>
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Unfortunately, this sort of rainbow-chasing is much more apt to make you wind up behind the eight ball than with a pot of gold.

When you come right down to it, the only sure-fire way the average man can plan financial security for himself and his family is through saving—and saving regularly.

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So isn't it just plain common sense to buy every U. S. Savings Bond you can possibly afford? You bet it is!

P. S. You can buy U. S. Savings Bonds at any bank or post office, as well as at your place of business.

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